

24th Annual Report

2008-2009





OBJECTIVES

The Association is a non-profit, benevolent and empowering organisation whose aims and objectives are as follows:

- a) To alleviate the poverty and distress of migrant and refugee women
- b) To provide appropriate services to immigrant and refugee women in need, particularly those without any other avenues of assistance, those who are isolated, and those at risk of homelessness, abuse and ill health.
- c) To assist immigrant and refugee women to achieve equal participation in society and the opportunity to express their own economic, political, social, religious, cultural and sexual identity.



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Chairperson's Report

Chairperson: LARA PALOMBO

The Immigrant Women's Speakout Association NSW (IWSA) works to improve the lives of immigrant and refugee women. IWSA also pools together the effort of CALD women to effect social change within the framework of distinctive cultural values held by women both on local global levels. It is within this context that I thank all our staff members, Mariam James, Sussie Lee, Rukshana Sarwar, Emina Kovac, Lin Zhao, Stephanie Phan and all the volunteers with the leadership of Jane Corpuz-Brock, the Executive Officer who has performed an excellent job. I would also like to thank the rest of my colleagues, the Management Committee and the rest of IWSA membership for the work well done this year.

I would like to point out the major activities that make IWSA as one of the key stakeholders in policy work and service provision:

Participation at the 101 years celebration of International Women's Day (IWD)

IWSA participated in celebration of the 101 years of International Women's Day. I was on of the speakers at the IWD rally. In this event I have called on our sisters to strengthen our links and interconnectedness with one another. Many of the immigrant and refugee women continue to connect with lives of people and communities overseas. Violence against women is still one of the issues that immigrant and refugee face and the repercussions are enormous, not only for the women themselves extend their families, communities and friends living locally and globally.

Working immigrant and refugee women and the Global Financial Crisis (GFC)

At the IWD I have also presented the impact of global financial crisis that hit Australia and internationally. The GFC is especially disastrous for migrant women workers and refugees who have just recently arrived from their countries of origin. Often when these women loose their jobs or their hours of employment were reduced, it means that both their living standards within Australia and also that of their relatives living overseas can significantly drop.

On my speech I also shared that immigrant and refugee women face oppressive work conditions where employ-

ers only require a single warning given before the dismissal of a worker. This warning does not even have to be in writing. IWSA has therefore called for the introduction of a written warning system and greater formalities within the workplaces. These issues result to stress in women's lives. The women that IWSA supports could relate to the stressful work situations that immigrant and refugee women experience.

Revisiting the two-year waiting period

IWSA has also been particularly concerned with the fact that newly-arrived migrants who have come under the general skilled migration program are not eligible for the new-start allowance that is available to other permanent residents and citizens. They are particularly affected by the financial crisis. IWSA has therefore, continued to lobby against the current Social Security Legislation Amendment Bill (or the Newly-arrived Resident's Waiting Period and Other Measures) introduced in 1996 that expects "that new entrants to Australia should provide for their own support during their first two years (104 weeks) in Australia."

Research on immigrant and refugee women

One last point that I want to make, is in relation to IWSA's continued participation in advocating for government incentives for diverse research projects that involves migrant and refugee women. IWSA feels that there is a gap in the current representation of immigrant and refugee women's issues and their needs and those greater research opportunities are urgently needed to fill this gap. We cannot effectively promote the well-being of immigrant and refugee women until we see the full spectrum of their needs. The government must also increase its support for this type of research projects. Also, these research projects must respect the diverse and complex lives that we face everyday.

Internal consolidation

The Management Committee in consultation with the Executive Officer and Staff members has worked intensively this year to consolidate and formalise further IWSA's internal policies and procedures. We have written and introduced policies that establish a "duty of care" to IWSA's staff and clients. We have also extended cur-

rent policies and procedures to resolve internal breaches and to regulate daily administrative duties and routines at IWSA.

Thank you

The above are just some of the key achievements of IWSA. The other sections of our report outline the highlights of our activities. We have the details of our project reports in another format that we submit to our funding

bodies. On behalf of the Management Committee I thank all IWSA members, volunteers, the Department of Community Services, and the one-off grant from the Parramatta Leagues Club through the Parramatta City Council's CDSE (Community Development Scheme Expenditure), service recipients and community partners. Without you, it is so difficult to think how we could have ever achieved our goals for this year.



Executive Officer's Report

Executive Officer: JANE CORPUZ-BROCK



The Immigrant Women's Speakout Association from June 2008 has re-aligned its key activities with service provision to CALD women who are caring for young children. In 2008-2009 we have found ways to use best strategies and practices in getting good outcomes for young children by providing their carers, whether their mother, grandmother and aunty with support and assisting them to access information and services where they could get help. IWSA has provided avenues where CALD women will be encouraged to engage in activities that will provide information and access to services that support them to become better carers for young children.

CALD women who have or who care for young children are mostly in or are looking for part-time jobs. They want to provide financial support for their family and have a sense of economic independence.

Quality part-time work and the NSW Office for Women's Policy peak women's organisations

IWSA continues to participate in these meetings. The latest meeting provided IWSA with strategies on how we could advocate for quality part-time jobs. The NSW Office for Women's Policy together with the Diversity Council Australia presented a Round Table on Quality Part-

time Work. Here are some of the recommendations from the Round Table:

- Remove any institutional or systemic barriers that prevent women and men from accessing leave, part time work and other flexibility provisions for family and other reasons
- Change superannuation arrangements so that workers are paid on hours regardless of number or type of work
- Alter the tax system so that it better supports women's workforce participation

The recommendations above are some of the advocacy points that IWSA will be studying in 2010. IWSA will be holding a similar round table with CALD women, in particular those who are caring for young children.

In this report, IWSA acknowledges the insights presented by our members at our last year's Annual General Meeting. We acknowledge their achievements and endeavours in ensuring that the voices of immigrant and refugee women are heard and actions are taken on the issues and concerns that they have presented. The IWSA members who did a "speak out" were: the Australian Bosnian Women's Cultural Association, Asian Women at Work (AWatW), Women's Steering Committee of the United Indian Organisation, Sierra Leonean Women's Wan Word Association, Korean Women's International Network, Vietnamese Women's Association, Afghan Women's Network and the NSW Network NESB Women's Disability. On the other hand, Vivi Germanos-Koutsounadis – the Chairperson of our national alliance – NIRWA (Network of Immigrants and Refugee Women of Australia) presented a brief report on our activities on the national level.

Aspirations of CALD women leaders

The representatives of the above organisations also presented some concerns and common aspiration. They said that women's organizations will:

- Provide a caring, supportive environment for women and their family in which they will be empowered to par-

participate in decision-making

- Stand up for their rights and contribute significantly to the Australian society as they gain access to information and resources from which they will be empowered to affect social change in the Australian society
- Exercise their freedom to choose a life style that enhances self-confidence, their skills and abilities
- Uphold and promote multiculturalism while maintaining their positive cultural traditions

Many of the IWSA's member organisations are volunteer organisations who do not have funding in undertaking the work that they do. IWSA commends them for their responding to the challenges and needs of their members and communities.

Climate change and immigrant and refugee women

Also, at the IWSA AGM 2008, Kuntamari Crofts, our member from the Bougainville community in Sydney, shared that climate change has an alarming impact on the Pacific micro-states like her country of origin—the Bougainville. Kuntamari said that the Bougainvillean community in Australia is one of the countries that have been affected by climate change. Some of the Bougainville smaller islands have been submerged due to the rising sea levels in the Pacific. It is very important for migrants from developing countries to start working on the issue of climate change. There are now a significant number of migrant organisations who are actively involved in campaigning for a reduction of greenhouse gasses to prevent the dramatic rise in sea levels. Many concerned individuals and organisations are saying that this could result in another type of refugee fleeing the loss of their home islands.

IWSA joined parents who called for reinstating free travel scheme for students

Also, at our last year's AGM, IWSA members have had a heart to heart talk with our guest speaker The Honourable Verity Firth MP, the Minister for Education and Training. Our members made a plea to the Minister, to have the NSW government change its decision of canceling the free travel scheme for students. Weeks after the IWSA AGM the NSW government had reversed their decision to axe the free travel scheme for students in the primary and secondary schools. The NSW government must have received the same request from parents and other members of the community.

Core task to advance CALD women's rights

Service recipients who IWSA provided assistance in accessing the Family Violence Provisions (FVP) have voiced out their concerns in the procedure required in presenting proof of family violence. In 2010, IWSA will put its effort in making this concern on top of its list of core tasks.

Thank you

I/we say thank you to our members, volunteers, especially to Lara Palombo, our Chairperson and the rest of our Management Committee members, my co-workers, students in placement from TAFE and the University of Technology-Sydney, our partner organisations in various working parties and action groups, in particular the MET (Migrant, Refugee Employment, Education and Training Action Group), to those who have hosted our meetings: The Hills Holyroyd Parramatta Migrant Resource Centre, Auburn City Council, Anglicare, Australian Centre for Languages; to those who have supported our NESB DV Network: Benevolent Society, Blacktown Multicultural Service and the Auburn Diversity Service, and our national alliance, NIRWA (Network of Immigrant and Refugee Women of Australia); to our Community Projects Officer-Department of Community Services (DoCS) Maria Casbolt; to all those who continue to provide funding to IWSA: the Department of Community Services, and one-off grants: Parramatta Leagues Club, Auburn RSL Club, the Holroyd RSL Club, NSW Office for Women's Policy, the Community Relations Commission, Law and Justice Foundation, Department of Corrective Services, Auburn City Council, Parramatta City Council and Holroyd City Council.

Information and Referral

Comparing with last year's data collection, this year the Immigrant Women's Speakout Association received higher number of phone calls from CALD (Culturally and Linguistically Diverse) women who were asking where they could get financial advice. This is understandable considering the context of the situation at that time when we collected the data. We must note that it was the time when we were all grappling with the impact of the global financial crisis.

Due to lack of funding to have an additional worker that will undertake full-time information and referral work, IWSA does not have the capacity to undertake an all year-round data collection for this aspect of our service. It is hoped that next year we are able to negotiate a renewable funding arrangement for our information and referral service.

ISSUES	NO OF ENQUIRIES
Domestic Violence	15
General Information	7
IWSA Services	12
Employment	11
Women's Issues	10
Immigration	12
Education/Training	5
Accommodation/Housing	15
Finance /Centrelink	12
Organisations / Service Providers	10
Legal	4
Family Issues	15
Aged Care/Disability	3
Total	131

Snap shot of IWSA client intake 15/06/09 to 26/06/09



Crisis Counselling, Advice and Casework (short-term): Family and Domestic Violence

Within this year we have had 222 ongoing clients from different ethnic backgrounds that were provided with crisis counselling, medium-term casework and advice to address DV (Domestic Violence) and Family Violence (FV) related issues such as housing, child protection, financial support, information and referral to appropriate agencies. The clients were also assisted on their immigration issues through individual advocacy. The ethnic backgrounds of the clients are shown on Table1.

The support and assistance provided to clients over this period included advocacy, assisting with statutory declaration, completion of Department of Immigration and Citizenship (DIAC) form, writing statements, providing support letters, referrals to therapeutic counselling, legal services, accommodation, health services, Centrelink, employment support services, education and training services.

During the support period, clients received constant assistance in dealing with the trauma experienced during their domestic and family violence situation. The assistance provided had equipped them with information on domestic violence and how they could access services. The clients who experienced financial hardship were referred to other charity organisations for financial support. In addition to the current clients we received clients from overseas, seeking assistance and advice through e-mail. These clients are those women who married Australian citizens or permanent residents who were forced to go back to their country of origin after the domestic violence happened in their relations. All of these women have children who are Australian citizens or permanent residents. These clients did not know about Family Violence Provisions of the Migration Regulations.

	<i>Background</i>	<i>On-going clients</i>	<i>On-going Clients with child/children</i>	<i>On-going Clients no child</i>
1	<i>Philippines</i>	28	11	17
2	<i>Fiji</i>	20	3	17
3	<i>India</i>	19	6	13
4	<i>Lebanon</i>	14	7	7
5	<i>Indonesia</i>	11	3	8
6	<i>Iran</i>	6	1	5
7	<i>China</i>	39	14	25
8	<i>Bangladesh</i>	5	0	5
9	<i>Afghanistan</i>	10	2	8
10	<i>Turkey</i>	2	2	0
11	<i>Korea</i>	5	1	4
12	<i>Macedonia</i>	2	2	0
13	<i>Cambodia</i>	4	1	3
14	<i>Sri Lanka</i>	2	0	2
15	<i>Iraq</i>	3	0	3
17	<i>Hong Kong</i>	4	1	3
18	<i>Thailand</i>	3	2	1
19	<i>Serbia</i>	2	1	1
20	<i>Sudan</i>	5	1	4
21	<i>Vietnam</i>	10	4	6
22	<i>USA</i>	1	1	0
23	<i>Sierra Leone</i>	6	4	2
24	<i>Liberia</i>	1	1	0
25	<i>South Africa</i>	1	1	0
26	<i>Eritrea</i>	1	1	0
27	<i>Ethiopia</i>	1	1	0
28	<i>Pakistan</i>	1	1	0
29	<i>Singapore</i>	1	0	1
30	<i>Sweden</i>	1	0	1
31	<i>Uruguay</i>	1	0	1
32	<i>Zambia</i>	1	0	1
33	<i>Gambia</i>	1	1	0
34	<i>Zimbabwe</i>	1	0	1
35	<i>El Salvador</i>	1	1	0
36	<i>Nigeria</i>	1	0	1
37	<i>Kenya</i>	2	1	1
38	<i>Tonga</i>	6	2	4
	Total	222	77	145

Table 1: On-going client profile: July 2008- June 2009

Almost 80% of the on-going clients required intensive support and statutory declaration as well as crisis counselling. 19 clients were granted permanent residency under the Family Violence Provisions. The remaining clients are in the process of review and assessment by the Department of Immigration and Citizenship. The clients are provided with on-going support and information through telephone and face-to-face sessions on the regular basis. 408 face-to-face sessions and 154 telephone sessions were arranged with these on going clients. Interpreters were used with 80 clients. 77 of these clients have children who were aged 2 - 24 years old and 8 clients were pregnant while the domestic violence happened.

One-off clients

1,788 calls (one-off clients) were taken over the period in July 2008 - June 2009. Clients were provided with crisis counselling, information and advice on DV and FVP. 45% of these calls were from the service providers: ACL (Australian Centre for Languages), AMEP (Adult Migrant English Program), Legal Aid, Domestic Violence Helpline, Refuges, Centrelink, Community organizations, Women's Health Centres, MRCs (Migrant Resource Centres), Hospitals, and DoCs (Department of Community Services) social workers, CALD (Culturally And Linguistically Diverse) communities, and others who requested specific information about DV and FVP issues. 55% of these calls were direct calls from clients experiencing DV seeking safety and accommodation. They needed counselling and information about AVO (Apprehended Violence Order), women's refuge and legal services. They were provided with support, crisis counselling over the phone, information and assistance and appropriate referral on a number of issues including: applying for Apprehended Violence Orders, access to Family Violence Provisions, court support, accommodation and access to legal services.

These one-off clients came from many different ethnic backgrounds. Majority of them are from Chinese, and other ethnic backgrounds such as Afghan, Iranian, Lebanese, Fijian, Sri Lankan, Iraqi, Korean, Thai, Bangladeshi, Indonesian, Cambodian, Vietnamese, African, Filipino, Turkish, Macedonian, and Indian origins.

LGA	No
Auburn	25
Bankstown	25
Blacktown	50
Fairfield	26
Holroyd	21
Liverpool	15
Ryde	6
Randwick	2
Penrith	5
Hill Shire	2
Strathfield	7
Balmain	2
Sydney	9
Marrickville	2
Canterbury	13
Ashfield	8
Lane Cove	4
Total	222

Table 2: Clients' LGA Residence

Group Activities for NESB Women who are Carers for Children

Our group activities this year were focused on physical fitness, emotional and psychological wellbeing of carers and providing them with confidence-building exercises. We also endeavoured to seek possible funding opportunities for more activities for group activities participants. Below are the key activities we held this year:

Women and Nutrition: Together with the TAFE students in placement, IWSA held information sessions and cooking classes. These activities provided information on traditional ways of preparing and cooking food that are healthy and nutritious.



Excursion of CALD Women – majority of the participants looks after young children after schools hours. This excursion was a time for relaxing and sharing their experiences in supporting their families as carers.

Swimming classes for CALD Women

This year the project that was titled “CALD Women’s Aquatic Physical Fitness and Community Belonging” was one of the IWSA group activities that brought changes to the lives of women who participated over six months. It provided the opportunity for refugee and migrant women to learn new skills and to have fun and socialise in a healthy environment. The project aimed to improve the wellbeing of participants and enhance community belonging by participating in social activities. The project provided appropriate and efficient gentle aquatic exercise for NESB women, such as breathing exercise to strengthen internal organs and gentle exercise targeting specific parts of the body for pain relief and gentle fun water sports and games. The swimming classes were held on Wednesday evenings at the Ruth Everuss Aquatic Centre in Lidcombe, New South Wales.

Wednesday Support Group: the group consists of women from Dari, Persian, Iranian and Hindi speaking backgrounds. They regularly gather at IWSA’s Women’s Chat Room. This year, besides teaching them basic grammar of the English language, we also focused on speaking and conversations skills. During English conversations motivated them to discuss the daily pressures that they experience.

Women’s Chat Room: In working with different communities and establishing links with ethnic associations we provided activities and resources to empower them and support their efforts to bring positive changes in their lives. The establishment of the women’s chat room at the IWSA premises is one of the ways where this takes place.

The range of programs developed and implemented for the CALD Women’s Chat room:

- English language and computer classes
- Information sessions on health and ser-

vices, fire protection and caring for people with disabilities.

- Resourced women with information and material to increase levels of knowledge and better understanding about violence against women, people-trafficking and sex slavery.
- Resourced women with information on issues such as stress management, nutrition, cooking, parenting and articles on the situation of women in other countries and issues of ethics.
- Access to internet to gather information about the situation of Afghan women in Afghanistan.
- Distribute material on women's right, DV and other relevant issues in Dari/Persian language for group discussion and reading purpose.
- Establishing links with the other ethnic communities (Lebanese, Korean, Indian, and Sri Lankan and Zimbabweans) and provided the opportunity for women in isolation to get together, learn about each other's culture and share information.
- Translation and provision of resources in the community languages (Dari/Persian/Arabic) on DV and how to prevent domestic violence in the family.
- Celebrated women's and other cultural events (International Women's Day, Cooking seminars and refugee week)

The results of the above activities were:

- The participants are more articulate in expressing their issues and concerns
- Boosted their confidence in speaking English and communicating with people in English
- Ability to speak in English has improved
- Participants said that getting together in a supportive environment made them more confident in discussing their issues and concerns
- Established harmonious relationship with the other ethno-specific groups
- Removed the isolation barrier when they joined group activities
- Learned more information about different services in the area which helped them to actively participate in local government area activities
- The swimming program helped women to reduce the effects of some of health problem, such as arthritis and back pain. It also provided opportunity for women to find time to enjoy life and have fun with other women and as well as improved self-esteem and confidence
- The participants achieved higher level of skills in reading materials written in English, English conversation and computer literacy



Community Education and Training

IWSA has endeavoured to respond to all requests for training, information sessions and presentations in forums, seminars and conferences. We provided training in Working Cross-culturally in Domestic Violence also known as Cross-cultural Domestic Violence (CCDV) and Family Violence Provisions (FVP). The team has also engaged in a wide range of information sessions and presentations. In particular, there has been an increased request for presentations to social work and community welfare students at TAFE and universities. In the presentations, one of the identified needs was the provision of cross-cultural related courses to social work and community welfare students.

Training

- Cross-Cultural DV training (50 participants in two sessions)
- Family Violence Provisions training (45 participants)
- Family Harmony Awareness - organised and sponsored by the Department of Immigration and Citizenship (15 participants)

Community Education

The Policy Officer, Project Officers and the Executive Officer attended a number of conferences as speakers and presenters on various issues in relation to migrant and refugee women with children and addressed major issues in a wide range of forums and seminars.

- Seminar on Domestic Violence and Family Violence Provisions (DVP) session for students at TAFE - Nirimba, Blacktown with 100 students
- Family Harmony information session held at the Waverley Council (ECHO) - 20 participants
- Presented at "It's time to talk" at Bankstown Sports Club premises. We provided information on the FVP (Family Violence Provisions) and presented the GP's (General Practitioners – Medical Doctor) role in providing Statutory Declaration for victims of domestic violence - 25 participants
- Information sessions on health services for women held through baby showers. There were 12 pregnant women, 15 women with children, and 5 men participants.
- Information session on how men should share responsibility at home caring for children: 15 women with children, 4 men, and 4 single women.
- Information stalls held and participated in relevant community events
- Information session on family harmony at the Sutherland Cultural Awareness Learning Day – 10 women with young children participated
- Information session on Domestic Violence and CCDV for women's group at Sutherland Community Centre - 24 participants
- Information session on working cross-culturally in Domestic Violence for Australian Centre for Languages-Auburn staff and case workers of different ethnic groups - 50 participants
- Domestic violence information session at Auburn MRC: there were 8 women with children who

participated

- Information session on Domestic violence and CCDV for women's group at Royal Alfred Hospital - 10 women participated
- Information session on domestic violence with clients and community leaders at Auburn Diversity Services Centre and domestic violence case worker staff 25 participated
- Cultural celebrations – Afghan New Year and organised by Afghan Women's Network and the Afghan Australian Noor Association held a Women's Gathering Day for Elimination of Violence against Women, Church Street Mall, Parramatta
- International Women's Day celebrations held in the Central Business District of Sydney. Lara Palombo – the IWSA Chairperson was one of the speakers
- Blacktown City council Expo on community services: distributed IWSA domestic violence brochures
- IWSA distributed information brochures in all these events

Policy Work and Advocacy

The Policy Officers and Executive Officer have been actively involved in responding to policy issues on NESB women with children in relation to family violence provisions, sexual assault and family law by participating in relevant submissions. The Policy Officers and Executive Officer also participated in various campaigns and interagency policy forums.

Policy Submission

There were two policy submissions lodged to the following government bodies:

- NSW Parliament NSW Domestic and Violence Strategic Framework
"Inquiry into bullying of children and young people"
- Department of Premier and Cabinet and Office for Women's policy
"NSW Domestic and Family Violence Strategic Framework"

Policy Workshop

IWSA co-organised a homelessness workshop with the NIRWA (Network of Immigrant and Refugee Women of Australia), titled "Homelessness National Workshop - challenges for immigrant and refugee women", on 28 March 2009 in Sydney. The following are the recommendations from the participants of the workshop:

- Government must support new and emerging communities to develop their own housing advocacy through their own leaders
- Government consider providing hostel type accommodation for refugee and humanitarian settlers for a minimum of 2 years to facilitate their settlement into the community
- Government should plan social housing and refuges with due consideration given to cultural factors, for example extended families require housing of adequate size and with sufficient facilities
- Government should review its definition of "housing affordability" for migrants and refugees taking into particular consideration of the capacity for single mothers and their children to acquire safe and long-term housing to facilitate their settlement into the community

- Government must provide good housing plan. Access to activities, especially employment, and reasonable access to health, education, shopping, banking and other essential services such as child care. Government and non-government organisations alike should recognise and promote that it is everyone's human right to have adequate housing and income security to live a life of dignity and free of violence
- The YCWA (Young Women's Christian Association Australia) auspiced NIRWA which is the proponent of this project.



Production of Resources to Raise Community Awareness

IWSA is in the course of completing the production of a Radio Play that will be recorded on Audio CD. The Law and Justice Foundation is supporting this project. The project aims to provide information on domestic and family violence in plain language and accessible in an audio format. The information will deal with four key legal issues of women from Non-English Speaking Background (NESB). This project will provide current information about DV especially for women who have very low literacy level in their own language and who have difficulty acquiring information through reading.

The topics for the Radio Play are:

- Respectful relationship
- AVO (Apprehended Violence Order)
- Staying Home Leaving Violence
- Family Violence Provisions (FVP)

The Radio Play will be translated into nine different community languages: Arabic, Mandarin, Vietnamese, Khmer/ Cambodian, Dinka (Sudan) Sudanese, Somali, Dari and Krio. This is a 12-month project that will be completed and launched in mid-2010.

Working Together with Networks and Community Organisations

NESB (Non-English Speaking Background) Domestic Violence Network

IWSA sustains the management of the network. Regular meetings were held with speakers in every meeting. The meetings aimed to identify and discuss issues relating to NESB women with children who have and are experiencing domestic violence. Furthermore, the network participants has drawn strategies and actions to address issues identified; share ideas and experiences; and contributed to IWSA's role in monitoring, analysing, reviewing, advocating and lobbying on policy and program issues that impact on NESB women with children experiencing and are escaping domestic violence.

The venues for the meetings changed across the Sydney metropolitan. This year the network meeting developed a strategy by inviting guest speakers to present on a seminar and information session format. We have had very good feedback both from the guest speakers and everyone who attended the meetings. It was a great opportunity for everyone working in different fields like the health professionals and from government services to participate and share information in issues affecting NESB women with children.

The following guest speakers presented information and seminars at the NESB Domestic Violence Network meetings:

- **Staying Home Leaving Violence**
Date: 17th March 2009
Venue: Auburn Migrant Resource Centre (Diversity Services)
Attendance: 25 community representatives and service providers
Guest speaker: Judy Tonkin A/Senior Project Officer for Staying Home Leaving Violence discussed and shared information on the successful implementation of Staying Home and Leaving Violence for 2009 and provided information on the expansion of the program.
- **Law and Victims of Domestic violence**
Date: 9th June 2009
Venue: Blacktown Multicultural Service
Attendance: 29 Community/service providers
Guest speaker: Vaughn Roles-Solicitor NSW Legal Aid discussed and shared information on legal protection for victims of Domestic and Family Violence. She also presented updates and changes to the current legal system for women and children escaping DV.

Participation in network meetings, forums and conferences

We participated in meetings, forums and conferences to raise issues, concerns and share experiences of migrant and refugee women. IWSA members and staff also learned from the experiences of other participants and from speakers at these events and occasions.

IWSA has been involved in various advocacy activities at our neighbourhood in Harris Park. Together with the Harris Park Community Interagency led by the Harris Park Community Centre we were able to draw strategies how service providers can access free car parking at Harris Park streets near the premises of various services.

IWSA had also participated in many meetings and below are some of these meetings, forums and conferences:

- Bankstown Area Multicultural Network (BAMN)
- The Afghan Australian Noor Association
- Afghan Workers Forum at Auburn Diversity and The Hills Holroyd Parramatta Migrant Resource Centre
- NESB Domestic Violence Network
- Young People and Family Violence Forum
- Child Sexual Assault Forum
- 2008 Think Smart Multicultural Conference – Office of Fair Trading
- Cumberland Combined Services
- Canterbury Domestic Violence Liaison Committee
- "Stronger Together" Forum
- DOCS Multicultural Conference
- Afghan Women's Network
- Launch of the CALD Women's Aquatic Physical Fitness and Community belonging
- Launch of ACLC book
- Immigrant Women's Conference, Auckland, New Zealand
- Metro West Domestic Violence Forum Organising Committee
- Inner West Domestic Violence Committee
- Focus Group: Protocol for African Workers from the Sub-Saharan African in Sydney using the settlement experience of humanitarian entrants, convened by the Auburn Diversity Services previously known as Auburn MRC
- Parramatta Domestic Violence Committee
- Harris Park Community Interagency

Participation at national policy conference: First FECCA Refugee and Immigrant Women National Conference

On 6 - 7 March 2009 in Perth, Western Australia the first FECCA (Federation of Communities Councils of Australia) Refugee and Immigrant Women's Conference was held. The conference was convened and organized by the Federation of Communities Council of Australia and the Women's Committee of the Ethnic Communities Council of Western Australia.

Jane Corpuz-Brock, IWSA Executive Officer presented a paper on "Revisiting the Family Violence Provisions (FVP) of the Migration Regulations" at one of the conference concurrent workshops. She emphasized the need to review the implementation of the changes to the regulations, including the role of the independent expert tasked to re-assess the genuineness of the applicant's experience of family violence.

The theme of the conference was "Setting the Social Inclusion Agenda". There were over 200 participants that came all over Australia. CALD women activists, policy advisers, community leaders, service providers and research people attended. One of the conference recommendations pointed to have multiculturalism as one of the core principles in the social inclusion agenda of the government. One of the conference recommendations pointed to multiculturalism as one of the core principles in the social inclusion agenda of the government.

Treasurer's Report

Treasurer: Yong Kwon Young Kyu–Yong

Thank you to a very hardworking and dedicated Management Committee with the leadership of our Chairperson, Lara Palombo. This past year many decisions and changes needed to be undertaken. The process will flow over into 2010. These changes are on-going and many more hard decisions and changes are necessary for the continued efficient running of Immigrant Women's Speakout Association. The Management Committee have to do these with hands-on approach and also by supporting the Executive Officer.

While IWSA only undertook one new project for the 2008/2009 financial year, the Aquatic Fitness Project for CALD (Culturally and Linguistically Diverse) Women in the Parramatta LGA (Local Government Area), we also during this financial year continued with our two core programs, the Domestic Violence Support Service for NESB Women and the Immigrant Women's Resource Centre, both services are funded by the DoCS (Department of Community Services).

It is testimony to a great team of IWSA workers, volunteers and Management Committee members, that we have successfully managed our programs with our level of funding from DoCS. Given the rising costs we reduced some of our fixed costs by changing suppliers. We also invested in a new network server that in the long-term will add efficiency. During the financial year we also entered into a new three-year tenancy agreement directly with our landlord. Our sincere thanks to Michael McKee and Julia Beehag at Deacons Lawyers for all their hard work and dedication to working on the Tenancy Agreement and they did all this pro bono. IWSA also commends the Public Interest Law Clearing House who liaised with Deacons Lawyers.

So to you all we say a very big thank you for your hard work and support. Then to Jane Corpuz-Brock, IWSA's Executive Officer, once again great leadership and team work. On behalf of the IWSA, we also say thank you to Camille Moldrich our Accountant, Emina Kovac our Admin Officer, and Sandra Grollmus our external Auditor.

I extend my thanks to my co-committee members for their support to me as Treasurer. Of course all our achievements are possible due not only to a great team

of staff but also to sound management and support from a hardworking and dedicated Committee.

IWSA acknowledges our partnerships with all the government agencies we work with both at State and Local Government levels. These partnerships are very valuable in service delivery. Most of all we value the support we receive from the Department of Community Services. With these IWSA is able to provide the much needed services to immigrant and refugee women with young children and their families.

During the Financial Year 2008-2009 IWSA made funding submissions and were successful on the following projects:

One-off grants:

- Domestic Violence Forum with funding from the Parramatta Leagues Club, Auburn RSL Club and the Holroyd RSL Club through the CDSEs (Community Development Expenditure Scheme) of the following: Parramatta City Council, Auburn City Council and the Holroyd City Council.
- Training for Bicultural Support Worker for Women in Domestic Violence with funding from the NSW Office for Women's Policy
- Training in Managing Community Crisis with funding from the Community Relations Commission
- Production of Radio Play on CD in various community languages with funding from the Law and Justice Foundation
- Patch Quilt-making with CALD Women with funding from the Department of Corrective Services

IWSA commits itself to do the work of a peak body and will do its best to have funding for key activities for 2010 and years to come.

I present to you the statements of our financial performance on the printed AGM Report. They reflect the true and accurate view of IWSA's financial position. I state that IWSA is financially sound and is able to pay its debts as and when they fall due.

We present this short format of Financial Reports for the year ended 30 June 2009.

SANDRA D. GROLLMUS
Registered Company Auditor
Registered Tax Agent

7 BURRANEER CLOSE
ALLAWAH NSW 2218
TELEPHONE: 9546 7366
FAX: 9546 2267

INDEPENDENT AUDITOR'S REPORT TO THREE MEMBERS OF
IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION INC.

To: The MEMBERS

SCOPE

I have audited the attached financial report of IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION INC. comprising Balance Sheet as at 30 June 2009 and Income and Expenditure Statements for the year then ended. The Committee is responsible for the preparation and presentation of the financial statements and the information contained therein. I have conducted an independent audit of the financial statements in order to express an opinion on them to the members.

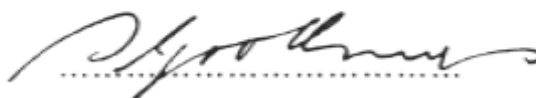
My audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with the requirements of Australian Accounting Standards and other mandatory professional reporting requirements so as to present a view of the Organisation which is consistent with my understanding of its financial position and the results of its operations.

The audit opinion expressed in this report has been formed on the above basis.

AUDIT OPINION

In my opinion the financial report consisting Balance Sheet and Income and Expenditure Statement of IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION INC. presents fairly, in accordance with applicable Accounting Standards and other mandatory professional reporting requirements, the financial position as at 30 June 2009 and the results of its operations for the year then ended.

Dated at 19/11/08



SANDRA GROULMUS
Registered Company Auditor

IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION OF NSW INC
BALANCE SHEET FOR THE YEAR ENDED 30 JUNE 2009

	2009	2008
<u>ASSETS</u>		
<u>CURRENT ASSETS</u>		
Petty Cash On Hand	\$ 150	\$ 300
Commonwealth Bank Operating Account	\$ 162,279	\$ 65,774
Rental Bond	\$ 8,035	\$ 6,672
Prepayments	\$ 11,236	\$ 11,004
Sundry Debtors	\$ 1,616	\$ 1,501
Income Receivable	\$ 6,968	\$ 3,250
GST Income Receivable	\$ 21,175	
Total Current Assets	\$ 211,459	\$ 88,501
<u>NON-CURRENT ASSETS</u>		
Equipment at cost	\$ 3,150	\$ 3,150
Furniture at cost	\$ 757	\$ 757
Less Accumulated Depreciation	-\$ 3,907	-\$ 3,907
Total Non-Current Assets	\$ -	\$ -
TOTAL ASSETS	\$ 211,459	\$ 88,501
<u>LIABILITIES</u>		
<u>CURRENT LIABILITIES</u>		
Accrued Expenses		
- GST	\$ -	-\$ 20,578
- Payroll Expenses	\$ 5,624	\$ 14,700
Total Accrued Expenses	\$ 5,624	-\$ 5,878
Provisions		
Employment - Annual Leave/Sick Leave	\$ 13,601	\$ 13,601
- Long Service Leave	\$ 12,901	\$ 10,804
Total Employment Provisions	\$ 26,502	\$ 24,405
Other		
- Project Development	\$ 1,359	\$ 1,359
- OH&S Compliance	\$ 5,955	\$ 5,955
- Provisions for Policies & Proc	\$ 5,000	\$ 5,000
- Staff Training & Devl - DV Proj	\$ 7,664	\$ 9,200
- Staff Training & Development	\$ 3,768	\$ 5,312
Total Other Provision	\$ 23,746	\$ 26,826
Grants Received in advance		
Community Relations Com	\$ 9,100	\$ -
Corrective Services	\$ 12,000	\$ -
NSW Office for Women's Policy	\$ 90,000	\$ -
Total Grants In Advance	\$ 111,100	\$ -
TOTAL LIABILITIES	\$ 166,972	\$ 45,353
NET ASSETS	\$ 44,487	\$ 43,148
Accumulated Funds B/F	\$ 43,148	\$ 43,325
Surplus/Deficit for the Year	1,339	-177.00
Accumulated Funds C/F	\$ 44,487	\$ 43,148

**IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION OF NSW INC CONSOLIDATED
INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2009**

	<u>2009</u>	<u>2008</u>
Unutilised Funds Brought Forward	\$ -	\$ -
<u>INCOME</u>		
Grants Received	\$ 342,549	\$ 324,013
Project provision & transfers from Bal Sheet	\$ -	\$ 20,000
Lifeline Referrals	\$ 3,481	\$ 4,800
Donations	\$ 50	\$ -
Bank Interest Received	\$ 364	\$ 874
Membership Fees	\$ 407	\$ 925
Rent & Admin support	\$ 8,300	\$ 9,848
Sundry Income	\$ 625	\$ 272
Workshop Collections	\$ 650	\$ 3,120
Total Income	\$ 356,426	\$ 363,852
Less		
<u>EXPENDITURE</u>		
Staff Expenses		
Salaries & Wages	\$ 235,004	\$ 231,600
Superannuation	\$ 19,489	\$ 20,360
Professional Development, Conferences	\$ 4,539	\$ 2,525
Provisions-Annual Leave	\$ -	\$ 2,059.00
Long Service Leave	\$ 2,098.00	\$ 1,910.00
Workers Compensation Insurance	\$ 6,065	\$ 8,210
Other Expenses		
Accounting	\$ 9,186	\$ 7,880
Advertising-Staff	\$ -	\$ 1,492
AGM, MC, Expenses	\$ 2,086	\$ 1,557
Amenities, Hospitality, Sundries	\$ -	\$ 2,233
Audit & Legal Fees & Bank Fees	\$ 4,552	\$ 4,592
Bank Charges	\$ -	\$ 434
Computer Support, Service & Equipment	\$ -	\$ 1,312
Electricity	\$ -	\$ 1,328
General Insurance	\$ 5,209	\$ 3,220
Memberships & Subscriptions	\$ 545	\$ 3,171
Newsletter/Publications/Promotion	\$ 1,027	\$ 1,202
Postage	\$ -	\$ 1,428
Postage, Printing & Photocopying, Stationery	\$ 6,917	\$ 7,658
Project Expenditure	\$ 18,872	\$ 23,273
Rent & Utilities	\$ 21,603	\$ 18,510
R & M , Security, Computer R & M	\$ 4,239	\$ 1,146
Telephone, Fax, Internet	\$ 13,270	\$ 15,574
Travel	\$ 386	\$ 1,355
Total Expenses	\$ 355,087	\$ 364,029
Unutilised Funds Carried Forward	\$1,339	(\$177)
Statement of Accumulated Funds		
Surplus for 2009	\$1,339	(\$177)
Accumulated Funds Brought Forward	\$ 43,148	\$ 43,325
Accumulated Funds As At Year End 2008	\$ 44,487.00	\$ 43,148.00

IWSA MANAGEMENT COMMITTEE AND STAFF 2008-2009

MANAGEMENT COMMITTEE:

Chairperson	Lara Palombo
Vice Chairperson	Neena Sinha
Treasurer	Yong Kwon Young Kyu-Yong
Deputy Treasurer	Mira Mitrovic
Secretary	Kuntamary Crofts
Deputy Secretary	Angela Zhang
Office Bearers	Ketty Guerra
	Lina Cabaero
	Rosemary Kariuki
	Sara Haghdoosti

STAFF:

Executive Officer	Jane Corpuz - Brock
DV Policy Officers	Sussie Lee and Lin Zhao
DV Project Officers	Rukshana Sarwar
	Mariam James
Project Officer	Stephanie Phan
Bookkeeper	Camille Moldrich
Admin Officer	Emina Kovac
Caretaker	Kawkab Jada





2009 – 2010 MEMBERSHIP FORM

Name/Organisation:	
Contact Person:	
Address:	
Telephone: (H)..... (W)..... (M).....	
Fax:	Email:
Language/s Spoken:	
Enclosed is a cheque/money order for \$..... being payment of membership.	

INDIVIDUAL MEMBERSHIP: New Renewal

Individual membership (unwaged):	Free
Individual membership (waged):	
<input type="checkbox"/> Annual Income less than \$35 000pa	\$11(incl GST)
<input type="checkbox"/> Annual Income \$35 000pa – \$50 000pa	\$16.50 (incl GST)
<input type="checkbox"/> Annual Income more than \$50 000pa	\$27.50 (incl GST)

ORGANISATION MEMBERSHIP: New Renewal

<input type="checkbox"/> Less than 50 financial members	\$5.50 (incl GST)
<input type="checkbox"/> More than 50 financial members	\$11 (incl GST)
<input type="checkbox"/> Funded Organisations	\$22 (incl GST)

Your Organisation is (please tick all applicable):

Ethno-specific Organisation	<input type="checkbox"/>	Multi-ethnic Organisation	<input type="checkbox"/>
Women's Service	<input type="checkbox"/>	Other	<input type="checkbox"/>
Domestic Violence Service	<input type="checkbox"/>		

DONATION

Amount:

THANK YOU FOR YOUR SUPPORT

I agree to abide by the aims and objectives of Immigrant Women's Speakout Association Inc.

Signed: _____ Date: _____

PO Box 9031, Harris Park NSW 2150
Telephone (02) 9635 8022 ▲ Fax (02) 9635 8176
Email: women@speakout.org.au

CONTACT US:

Immigrant Women's Speakout Association of NSW Inc

PO Box 9031, HARRIS PARK NSW 2150

Ph: (02) 9635 8022 Fax: (02) 9635 8176

women@speakout.org.au www.speakout.org.au

